

SUMMARY OF THE 2019-2021 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND MINNESOTA GOVERNMENT ENGINEERING COUNCIL (MGEC)

Unless otherwise indicated, all changes are effective _____.

THROUGHOUT

Gender-specific pronouns throughout the contract updated.

PREAMBLE

Technical date change.

ARTICLE 1 – COUNCIL RECOGNITION

No change.

ARTICLE 2 – COUNCIL DUES

No change.

ARTICLE 3 – EMPLOYER RIGHTS

No change.

ARTICLE 4 – COUNCIL AND EMPLOYEE RIGHTS

No change.

ARTICLE 5 – NO STRIKE OR LOCKOUT

No change.

ARTICLE 6 - HOURS OF WORK AND OVERTIME

Section 2. Non-exempt Employees A. Normal Work Period 2 b. Modify shift differential from \$0.65 to \$1.65 an hour and only applies to hours worked between 7.00 p.m. and 6 a.m.

Section 2. Non-exempt Employees C. Flextime Plans. Add clarifying language that existing flextime plans must be consistent with FLSA

Section 2. Non-exempt Employees D. Liquidation. Modify language from “may” to “shall”.

Section 4. On-Call. Technical change, the last sentence in paragraph moved to the beginning of the section.

ARTICLE 7 – HOLIDAYS

Section 7. Holiday Premium. Add new language for Radio Engineers at MnDOT to receive holiday premium pay.

Section 8. Religious Holidays. Modify language to change required employee notification period from 5 to 10 working days.

ARTICLE 8 – VACATION LEAVE

Section 2. Allowances. Technical change to write out the abbreviated words in the column headers of the Length of Service Requirement chart.

Section 8. 2017-2019 Contract Period Vacation Conversion to Deferred Compensation. Deleted section.

ARTICLE 9 – SICK LEAVE

Section 3. Usage A. Employees 1. Add the word “injury.”

Section 3. Usage A. Employees 4. Add statutory language allowing sick leave to be used for safety leave.

Section 3. Usage B. Others. Add language that permits sick leave usage for statutorily allowed persons into the body of contract.

Section 3. Usage C-Dependent Children. Technical change to capitalize the first word of each subsection.

Section 3. Usage C-Dependent Children 5. Modify language to clarify definition of a dependent child.

Section 3. Usage D.- General Conditions. Delete reference to a removed letter.

ARTICLE 10 – LEAVES OF ABSENCE

Section 2. Paid Leaves of Absence E Voting Time Leave. Add tribal elections into voting time section so that tribal elections are not treated differently than any other election.

ARTICLE 11 – VACANCIES, RECLASSIFICATION, FILLING OF POSITIONS

Section 1. Definitions. G Add new section and language defining “promotion.”

Section 3. Filling of Vacancies A. Laterals. Modify language that consideration includes interviewing eligible lateral candidates meeting minimum qualifications.

Section 8. Pilot Program-Phased Retirement. Delete section.

ARTICLE 12 – PROBATIONARY PERIOD

No change.

ARTICLE 13 –SENIORITY, LAYOFF AND RECALL

Section 4. Council Cooperation. Technical change to capitalize first word of each bullet in this section.

ARTICLE 14 – DISCIPLINE AND DISCHARGE

No change.

ARTICLE 15 – GRIEVANCE PROCEDURE

No change.

ARTICLE 16 – JOB SAFETY

No change.

ARTICLE 17 – WAGES

Section 2. Conversion. Technical date changes.

Section 3. First Year Wage Adjustment. Effective July 1, 2019, all salary ranges and rates shall be increased by two and one-quarter percent (2.25%), rounded to the nearest cent. Employees convert to the new compensation grid as provided in Section 2.

Section 4. Second Year Wage Adjustment. Effective July 1, 2020, all salary ranges and rates shall be increased by two and one-half percent (2.50%), rounded to the nearest cent. This salary adjustment shall be given to all employees including those employees whose rates of pay exceed the maximum rate for their class.

Section 5. Progression. Added language “ Graduate Engineer 1, Graduate Engineer Trainee, Land Surveyor in Training, Graduate Engineer 2, and Graduate Land Surveyor Trainee employees may receive a one-step salary increase every six months from the prior increase, provided their performance is satisfactory, up to and including the maximum salary rate for their class.”

Section 6. Achievement Awards. Added language establishing Team Achievement Awards.

Section 7. Supervisor Pay Differential. Added new section that designated supervisors will be paid a differential of \$38.46 per pay period beginning July 1, 2020.

Section 15. State Contribution to Deferred Compensation Plan Contributions. Delete reference to 2017-2019 language regarding vacation conversion to deferred compensation.

ARTICLE 18 – INSURANCE

Section 1. State Employee Group Insurance Program (SEGIP). Modify language so the summary of benefits is now distributed electronically.

Section 4. Amount of Employer Contribution. Technical date change.

Section 4. Amount of Employer Contribution. A. Contribution Formula – Health Coverage. 1. Employee Coverage. Technical date changes.

Section 4. Amount of Employer Contribution. A. Contribution Formula – Health Coverage. 2. Dependent Coverage. Technical date changes.

Section 4. Amount of Employer Contribution. B. Contribution Formula – Dental Coverage. 1. Employee Coverage. Technical date changes.

Section 5. Coverage Changes and Effective Dates. A. When Coverage May Be Chosen. 1. Newly Hired Employees. Delete language that defaults re-hired employees and dependents to the previous plan administrator.

Section 5. Coverage Changes and Effective Dates. B. When Coverage May be Changed or Cancelled. 1. Changes Due to a Life Event. e. Clarify that a change in the place of residence of the employee, retiree or their spouse or dependent is only a qualifying life event if the change is outside the health plan service administrator's service area.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. Technical date changes throughout section.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. a. Benefit Options. 4) Advantage Benefit Chart for Services Incurred during Plan Years 2020 and 2021. Update chart to show plan design changes.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. b. Office Visit Copayments. Modify language to allow a \$70 first-dollar credit in 2021 to individual deductibles conditional upon completing qualifying activities in the State of Wellbeing program.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. Prescription Drugs. 1) Copayments and annual out-of-pocket maximums. Update section to show plan design changes.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. j. Lifetime maximums and non-prescription out-of-pocket maximums. Update section to show plan design changes.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 3. Benefit Level Two Health Care Network Determination. a. & b. Technical date changes

Section 7. Optional Coverages. A. Employee and Family Dental Coverage. 2. Coverage Under the State Dental Plan. a. Copayments. Technical date change.

Section 7. Optional Coverages. A. Employee and Family Dental Coverage. 2. Coverage Under the State Dental Plan. c. Annual maximums. Add language that excludes the cost of preventative services from annual maximum.

Section 7. Optional Coverages. A. Employee and Family Dental Coverage. 2. Coverage Under the State Dental Plan. d. Orthodontia lifetime maximum. Increase lifetime maximum benefit for orthodontia from \$2,400 to \$3,000.

Section 7. Optional Coverages. B. Life Coverage. 1. Employee. Add language so that an employee may only be covered by one state sponsored life coverage policy.

Section 7. Optional Coverages. B. Life Coverage. 2. Spouse. Add language so that a spouse may only be covered by one state sponsored life coverage policy.

Section 7. Optional Coverages. B. Life Coverage. 3. Children/Grandchildren. Technical change to update cross reference. Add language so that children/grandchildren may only be covered by one state sponsored life coverage policy. Change when a child/grandchild's life insurance coverage commences.

Section 7. Optional Coverages. D. Accidental Death and Dismemberment Coverage. Add language to increase the amount of accidental death and dismemberment coverage an employee may purchase.

Section 7. Optional Coverages. E. Vision Coverage. Add new section which specifies that a fully employee paid vision benefit will be available beginning January 1, 2021 subject to agreement by the subcommittee of the Joint Labor Management Insurance Committee to the benefit set determined through the state's Request for Proposal (RFP) process. Subsequent re-lettering.

ARTICLE 19 – EXPENSE ALLOWANCES

Section 7. Personal Expenses. Delete language allowing reimbursement for personal telephone call charges.

ARTICLE 20 – RELOCATION EXPENSES

No change.

ARTICLE 21 – SALARY SAVINGS LEAVE

No change.

ARTICLE 22 – NON-DISCRIMINATION

No change.

ARTICLE 23 – ADA/WORKER'S COMPENSATION

No change.

ARTICLE 24 – WORK RULES

No change.

ARTICLE 25 – COMPLETE AGREEMENT AND WAIVER CLAUSE

No change.

ARTICLE 26 – – SAVINGS CLAUSE

No change.

ARTICLE 27 – DURATION

Technical date and name changes.

APPENDIX A – SALARY RANGE ASSIGNMENTS

Updated FLSA designations as of January 2020.

APPENDIX B –1

Modify grid to reflect ranges and salaries as of July 1,2019.

APPENDIX B –2

Modify grid to reflect ranges and salaries as of July 1,2020.

APPENDIX C – STATUTORY CITATIONS

No change.

APPENDIX D – - STATEWIDE POLICY ON FMLA

No change.

APPENDIX E-CONNECT 700 – BENEFIT ELIGIBILITY FOR CURRENT EMPLOYEES

No change.

APPENDIX F – GLOSSARY

Modify Exempt-Employee definition to include Administrative Test.

LETTERS

Letter on Lateral Expressions of Interest in Posted Vacancies at MnDOT. Delete letter.

Letter on Expansion of Sick Leave Benefits. Delete letter no longer necessary.

Letter on Phased Retirement Pilot. Delete letter pilot program ended.

Letter on Pilot Programs. Added letter to memorialize agreement to conduct pilot programs on Equity Adjustments and Student Loan Reimbursement.